

22 November 1976

MEMORANDUM FOR: Harry E. Fitzwater  
Director of Training

STATINTL

FROM : [REDACTED]  
Chairman, Orientation for Career Trainees

STATINTL

VIA : [REDACTED]  
Chief, Intelligence Institute, OTR

SUBJECT : Course Report--Orientation for Career  
Trainees No. 1-77, 8-12 November 1976

Introduction and Summary

1. The first running of the Orientation for Career Trainees (OCT) in Fiscal Year 1977 was conducted 8-12 November 1976. There were 30 students, all of whom participated with enthusiasm and a high degree of interest. Evaluations completed by the students indicated that the general objectives were met. On a numerical scale of 1 (slight) to 7 (high), the students gave an average rating of 5.6 and their written comments expressed general satisfaction with course coverage and format.

Course Schedule

2. Informal discussions at the [REDACTED] in September with some of the participants in the April running of the OCT indicated that the substantive content and format had met their needs. Therefore, the schedule of this offering of the OCT followed the same basic format of the previous running. Introductory remarks were made by the Course Chairman and [REDACTED] representing the Career Training Program (CTP) Staff. The Director of Training provided welcoming remarks to the group stressing the importance of their participation in the training cycle of the CTP. The class then watched the filmed interview with the DCI which has been used in other introductory courses. The film was well received, but some students commented on the technical quality of the effort--in some places the audio is not synchronized with the motion. STATINTL

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STATINTL 3. As in the earlier course, the most effective presentations according to the students were those by [REDACTED] Chief, Intelligence and Midcareer Branch, II/OTR; the group discussions dealing with "Images of the Agency"; and the panel of former Career Trainees. Since two-thirds of this particular class were bound for assignments in the Directorate of Operations, there was a high degree of interest in the activities of the Clandestine Service. For this reason, those speakers with an operations background were very well received and generated many questions and much discussion. One student recommended that instead of one panel of former CTs with one from each Directorate, there should be two panels, one consisting entirely of people assigned to the Operations Directorate.

STATINTL 4. The general overview sessions dealing with the organization and missions and functions of the Agency and the Intelligence Community went pretty well. The briefings, coupled with the reading material, appeared to answer most questions the students had. However, there was some uncertainty generated by the reorganization going on in the Directorate of Intelligence, the transition between the Ford and Carter administrations, and the impact of congressional oversight. In fact, one or two participants noted that perhaps more time was spent on the organization of the Agency than was warranted in view of the impending changes in the Agency structure. Overall, all sessions were to the point and hit the mark. [REDACTED] Deputy Director of Security, made a much better presentation this time by responding to student questions as he proceeded rather than leaving the questions to the end of the session. Hugh [REDACTED] Personnel Officer, OTR, appealed to the class with his candid approach to the management of personnel at a level with which the class could relate. All speakers were of high caliber, and the class was impressed by their candor and willingness to answer questions.

Problems

STATINTL 5. There were no major problems. Only one speaker, STATINTL [REDACTED] Office of the Assistant to the Director, had to cancel his appearance. [REDACTED] Deputy Director for

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Operations Training, OTR, volunteered to fill [REDACTED] vacated segment and to continue the group discussion he led the previous day. The students were very pleased to carry on this discussion. [REDACTED] Deputy Legislative Counsel, requested a rescheduling, and he was placed in the spot scheduled for a group exercise which was canceled. The videotape of Mr. Knoche's talk in the Auditorium on 14 September was used in place of [REDACTED] scheduled appearance.

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Conclusion

6. The course ended on a positive note when the Director of Training returned to give the students a short pep talk after the scheduled sessions. Class interaction was good, and they used the time wisely in getting to know each other as well as focusing on issues and problems that will be part of their training cycle and future careers. The cooperation of the CTP staff was most appreciated by the Course Chairman. The only regret of the undersigned is that the one week is too short to get to know 30 fine young people.

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Attachments:

- 1 - End-of-Course Data
- 2 - Course Schedule
- 3 - Class Roster

TOP		BOTTOM	
UNCLASSIFIED	CONFIDENTIAL	UNCLASSIFIED	CONFIDENTIAL
<b>OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	DATE	INITIALS
1	C/TSS	11 Jan	VR
2			
3	C/IMB		
4			
5			
6			
ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
<b>Remarks:</b> Re the problem w/ DCI Interview film (#2), C/ITG [REDACTED] informed me that problem was caused by improper film threading on the projector. ITG will be in touch w/ [REDACTED] to ensure that problem is corrected in future use. VR			
<b>FOLD HERE TO RETURN TO SENDER</b>			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
[Signature] [REDACTED]			11/7/79

25X1A

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Course Report - Orientation for Career Trainees No. 1-77  
8 - 12 November 1976

FROM:

Course Chairman  
926 C/C

EXTENSION

2063

NO.

DATE

22 November 1976

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. C/IMB

11/24

RBJ

2. C/II

11/26

AM

3. C/CTP

11/29

H

4. C/TSS

(Return please)

7 Jan

R

5. C/PPG

12/2

WJ

6. DD/OT

2 DEC 1976

S

7. EO/TR

3 DEC 1976

S

8. DDTR

3 DEC 1976

14

25X1A

9. DTR

6 DEC 1976

15 DEC 1976

S

10. C/II

AM

11. C/IMB

12/16

RBJ

12. Course Chairman

16 Dec 76

WJ

13.

14.

15.

C-89 A very good group. You might be interested in seeing the individual comments. [redacted] is a nooning success as a speaker. His slide show on the history of espionage is also excellent. He is a real addition to OTIR.  
Bg.

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